

## **STATEWIDE FRAMEWORK FOR INTERNSHIP PROGRAMS FOR SCHOOL LEADERS**

The Framework represents a major statewide effort to identify the critical features/conditions of quality internship programs and to determine what guidance should be provided to ensure that these features are part of a statewide principal preparation program.

The goal of the Internship is to provide significant opportunities for candidates to synthesize and apply knowledge and to practice and develop the skills identified in national leadership standards (i.e., ISLLC 2008, ELCC) as measured by substantial, sustained work in real settings, planned and guided cooperatively by university and school district personnel.

A well-designed internship program:

- Is based on national standards [e.g., Interstate School Leaders Licensure Consortium (ISLLC 2008), Educational Leadership Constituent Council (ELCC)];
- Requires collaboration between university and school district;
- Contains a set of school-based assignments designed to provide opportunities for application of knowledge and skills as identified in national standards and research;
- Reflects a developmental continuum of practice (matched with individual intern needs) that progresses from observing to participating and ultimately leading school-based activities related to the core responsibilities of school leaders with analysis, synthesis and evaluation of real-life problems;
- Provides opportunities to work with diverse needs of students, teachers, parents and communities;
- Provides handbooks or other guiding materials that clearly define the expectations, processes and schedule of the internship to interns, university supervisors, mentors, and district personnel;
- Provides supervision by university faculty who have the expertise to provide formative feedback on interns' performance;
- Provides mentors who are Arizona administrator certified in the principalship or superintendency and collaborate with the intern and university to provide opportunities for developing leadership capabilities; if students are completing their program out-of-state, the mentor must hold a valid administrator certificate in the state where the student is being supervised; and
- Conducts formative and summative evaluation of intern using standards-based competencies from multiple data sources, which may include university supervisor and mentor evaluations, surveys, portfolios, etc.